Northeast Alabama Community College

Pregnancy and Parenting Student Non-Discrimination Policy

Our Mission

To provide accessible quality educational opportunities, promote economic growth, and enhance the quality of life for the people of Alabama

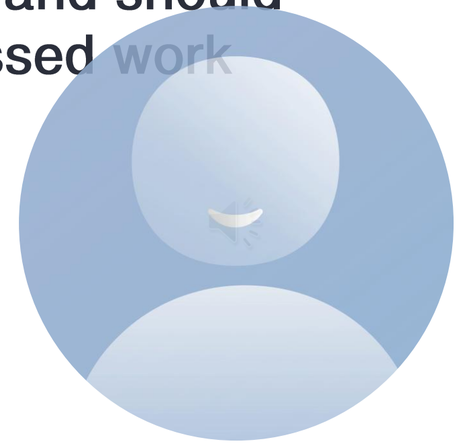
Our Non-Discrimination Policy

It is the official policy of the Alabama Community College System and entities under its direction and control, including Northeast Alabama Community College, that no person shall be discriminated against on the basis of any impermissible criterion or characteristic, including, without limitation, race, color, national origin, religion, marital status, disability, sex, age, or any other protected class as defined by federal and state law.

Equal Treatment

Under Title IX regulations issued by the Department of Education, an institution that receives federal funding, “shall not discriminate against any student or exclude any student from its educational program or activity, including any class or extracurricular activity, on the basis of such student’s pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery therefrom.”

Pregnant students should be treated by our institution in the exact same way that students with a temporary disability would be treated and should be given an opportunity to make up missed work whenever possible.



Policy Definitions

Medical Necessity

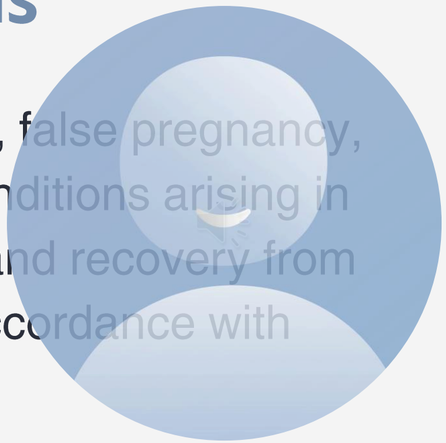
A determination made by a healthcare provider of a student's or employee's choosing.

Parenting

The raising of a child by the child's parents in the reasonably immediate post-partum period.

Pregnancy and Pregnancy-related Conditions

Include pregnancy, childbirth, false pregnancy, termination of pregnancy, conditions arising in connection with pregnancy, and recovery from any of these conditions, in accordance with federal law.



Policy Definitions

Pregnancy Discrimination

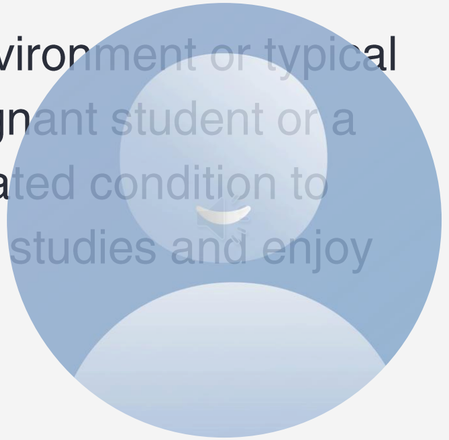
Includes treating a woman affected by pregnancy or a pregnancy-related condition less favorably than similar individuals not so affected and includes a failure to provide legally mandated leave or accommodations

Pregnant Student/Birthparent

Refers to the student who is or was pregnant

Reasonable Accommodations

Changes in the academic environment or typical operations that enable a pregnant student or a student with a pregnancy-related condition to continue to pursue academic studies and enjoy equal benefits of the College



Key Points

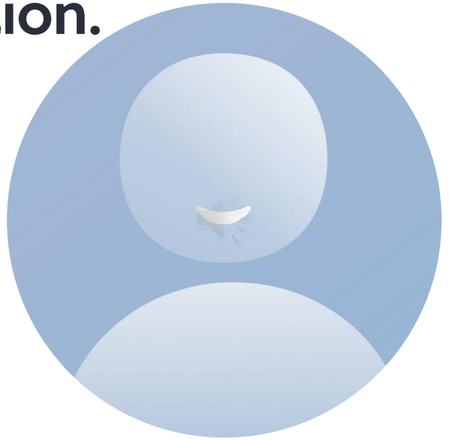
1. Cannot be required to limit studies or educational activities
2. Faculty cannot suggest withdrawal from a course or educational activities or other accommodation
3. Treated equally to students with temporary medical conditions
4. Entitled to reasonable accommodations

Reasonable Accommodations

Should not be suggested by instructors or advisors. Only the student should initiate the conversation.

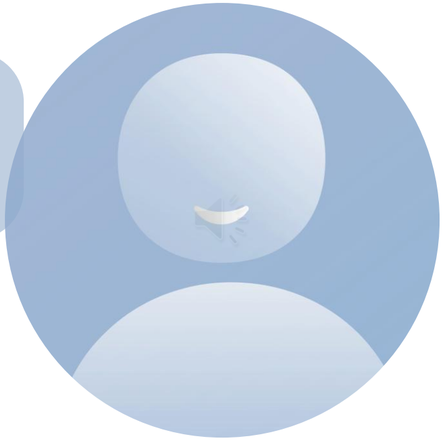
The student should be immediately referred to the ADA Compliance Coordinator who is responsible for determining and instituting the appropriate reasonable accommodations.

Faculty or other personnel will be involved only when necessary for the accommodation.



Types of Reasonable Accommodations

- Extended Deadlines
- Make-Up Assignments
- Mobility Support
- Online Course Completion
- Protections for Health and Safety
- Ergonomic/Assistive Supports
- Alternative Paths to Completion
- Independent Study
- Tutoring
- Excusing Medical Absences
- Breastfeeding Accommodations
- Leaves of Absence
- Incomplete Grades
- Physical Environment Modifications



Breastfeeding Accommodations

Breastfeeding students must be granted reasonable time and space to pump breast milk in a location that is private, clean, and reasonably accessible.

Students should contact the ADA Compliance Coordinator in the Admissions Office, Ms. Riley Holland, for this accommodation. She is responsible for selecting a suitable location.

Leaves of Absence Accommodation

Personnel cannot suggest or a require a student to take a leave of absence or withdraw from or limit their studies.

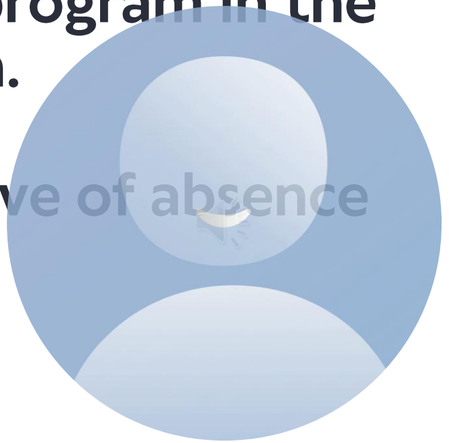
Leaves of absence will reflect a period of time as is deemed necessary by a student's physician.

A 30-day notice must be provided by the student or as soon as practicable.

Intermittent leave may be taken under certain circumstances or when medically necessary.

Students will be reinstated to their program in the same status as when the leave began.

Student employees can request a leave of absence from their position.



Important Notes about Harassment and Retaliation

Harassment by any member of the NACC community based on sex, gender, gender identity, gender expression, pregnancy, or parental status is prohibited.

NACC employees are prohibited from interfering with a student's taking leave, seeking reasonable accommodations, or otherwise exercising their rights under this policy.

NACC employees are prohibited from retaliating against a student for exercising the rights of this policy, including imposing or threatening to impose negative educational outcomes because a student requests leave, files a complaint, or otherwise exercises a right of the policy.

Summary

- NACC will work with the student to provide reasonable accommodations.
- Direct accommodation requests or questions to Riley Holland, ADA Compliance Coordinator, in the Admissions Office.
- Personnel must not suggest any type of accommodation.
- Only the student should initiate accommodation requests.
- Retaliation, harassment, or intervention of student rights under this policy is prohibited.

Resources

Policy questions or complaints:

- Lynde Wheeler, Executive Human Resources Director/Title IX Coordinator
  wheelerl@nacc.edu
  PA 150
  256.228.6001, ext. 2230

Policy for Review (Online):

- Employee Handbook
  (Student Affairs Section)

Accommodation requests:

- Riley Holland, ADA Compliance Coordinator
  hollandr@nacc.edu
  SC 115
  256.228.6001, ext. 2222

Policy for Review (Online):

- NACC Catalog/Student Handbook
  (Campus Regulations and Services Section)